

# LABOR RELATIONS UPDATE

THE COUNTY OF SANTA CLARA | EMPLOYEE SERVICES AGENCY

\*\*\*Information contained herein is intended as an advisory and for informational purposes only, and does not constitute or imply active bargaining or negotiating\*\*\*

**DATE: Monday, July 1, 2019**

**UNION/BARGAINING UNIT: SEIU, Local 521**

**DETAILS:**

## **2019 County of Santa Clara Labor Relations Update Regarding SEIU, Local 521**

The County of Santa Clara has a legal duty to bargain in good faith with employee representatives on wages, hours and other terms and conditions of employment. In addition to our legal duty, we understand the value of, and endeavor to, provide working conditions that foster committed, long-term employees and organizational efficiencies that result in delivering high-quality service to our community.

**The prior Memorandum of Understanding (MOU) expired at 11:59PM on Sunday June 16, 2019.**

The County Labor Relations team has met with SEIU Local 521 at the Master Agreement table 15 times since entering into negotiations in April 2019. The County has made progressive movement on several issues, including on non-economic items of focus. Our goal is to resolve matters – both economic and non-economic - in an expeditious fashion. We recognize the value of reaching an agreement that meets the needs of the County and its employees that allows us to move forward, together.

Of the existing 136 MOU articles/sections, SEIU has requested adding new sections, new language, new titles or modifications to 76 articles/sections. That is **more than half** of the existing articles/sections in the previous agreement to which SEIU is requesting additions or changes. The County continues to make counter proposals to the issues raised by SEIU in an attempt to reach agreement and to work earnestly on behalf of all stakeholders.

The County of Santa Clara works with our employees to provide the best possible opportunities for growth, engagement and stability. In turn, our workforce is focused on delivering the highest quality services to our community.

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